



JERSEY CITY EDUCATION ASSOCIATION, Inc.

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December 14, 2018

Dr. Marcia V. Lyles, Superintendent
Jersey City Public Schools
346 Claremont Ave.
Jersey City, N.J. 07305

Mr. Sudhan Thomas, President
Jersey City Board of Education
346 Claremont Ave.
Jersey City, N.J. 07305

Dear Dr. Lyles and Mr. Thomas:

Please accept this letter in follow up to your appearance at the Association's monthly meeting concerning the disruptions occasioned by the Board's at best haphazard implementation of its change in health benefit carriers commencing on July 1, 2018.

At the meeting, both you and the Business Administrator, Regina Robinson, acknowledged that the Board erred and provided an incorrect healthcare cost calculator for Association members to make coverage election decisions. As a result, the Board is now claiming that the calculator underestimated the benefit contribution rates and now requires the Board to recoup the purported underpayments. While this is troubling in and of itself, the Board has still not provided the Association or any of its members with the actual premium rates its claims apply to the respective Plans. As a result, how can the Association review whether the current calculations are accurate? As you are or should be aware, our members made their respective elections in good faith based upon those initial rates, which the Board now acknowledges were incorrect. Our members, however, not only made coverage elections based upon those incorrect rates, but relied upon those rates in making their personal household budgeting decisions.

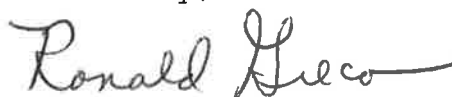
Unfortunately, this error is not an isolated incident. The transition between plans has been plagued by errors and incompetence. Members have had their coverage dropped, received incorrect identification cards and have been placed in the wrong Plan, among other errors. These errors have been exacerbated by the Board's abject indifference to implementing effective remedies.

Please be advised that a correction to the Board's most recent error cannot be unilaterally imposed. As a result, the Association is hereby demanding immediate negotiations with respect to same, including, whether or not Association members

should be required to reimburse the Board at all and, if so, the amount of the reimbursement and the timing of same. It is requested that you contact me as soon as practicable to schedule a date for the Association to meet and negotiate over these implementation issues.

Demand for Information: In addition to negotiations, the Association is demanding information advising of the premium cost for each and every benefit Plan presently offered by the District, inclusive of medical, prescription and dental, as well as the formula utilized by the Board in determining the premium rates. This demand is submitted pursuant to the Association's right under applicable labor law and the Board's duty to negotiate in good faith. We request that information be provided in advance of any scheduled negotiations meeting.

Sincerely,

A handwritten signature in cursive script that reads "Ronald Greco". The signature is written in dark ink and is positioned above the printed name and title.

Ronald Greco,
President

cc: Mr. Richard Friedman, Esq., Zazzali Law Firm
Mr. Colin Lynch, Esq., Zazzali Law Firm
Mr. John Dillon, NJEA UniServ Consultant
Jersey City Board of Education